

## Message Text

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17

ACTION EA-09

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-07 INR-07 LAB-04

NSAE-00 SIL-01 L-03 PA-01 PRS-01 USIA-06 /040 W

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FM AMEMBASSY MANILA

TO SECSTATE WASHDC PRIORITY 1027

INFO SECDEF WASHDC

CINCPACFLT MAKALAPA HI

CINCPAC REP PHILIPPINES SUBIC BAY RP

CINCPACAF HICKAM AFB HI

CDRUSACSG MOCG PE FT SHAFTER HI

CINCPAC HONOLULU HI

AAFES PACIFIC HICKAM AFB HI

OCMM FD PEARL HARBOR HI

THIRTEENTH AIR FORCE CLARK AB RP

C O N F I D E N T I A L MANILA 0472

SECDEF FOR MANPOWER AND RESERVE AFFAIRS

E.O. 11652: GDS

TAGS: MARR, RP

SUBJECT: US BASES CBA NEGOTIATIONS SUCCESSFULLY CONCLUDED

REF: MANILA 0085 AND PREVIOUS

BEGIN SUMMARY: LENGTHY CBA NEGOTIATIONS UNDERWAY SINCE JUNE 1975 SUCCESSFULLY CONCLUDED JANUARY 8. JOINT PRESS RELEASE TO BE ISSUED JANUARY 9 AND SIGNING CEREMONY SCHEDULED LATE NEXT WEEK. LAST FEW WEEKS PARTICULARLY HECTIC AS UNION THREATENED STRIKE ACTION AND INCIONG BROUGHT RP-US JOINT LABOR COMMITTEE CONCILIATION MACHINERY INTO PLAY. 1975 CBA NEGOTIATIONS FOR THREE-YEAR CONTRACT HAVE THUS BEEN CONCLUDED TO APPARENT SATISFACTION BOTH U.S. BASES AND FFCEA. END SUMMARY.

1. AFTER CLOSE TO 100 NEGOTIATING SESSIONS AT BAGUIO,  
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SUBIC AND MANILA UNDERWAY SINCE JUNE 1975, AGREEMENT ON

ALL POINTS FINALLY REACHED ON JANUARY 8. U.S. AND 15,000-MEMBER UNION (FFCEA - FEDERATION OF FILIPINO CIVILIAN EMPLOYEES ASSOCIATION) NEGOTIATING TEAMS CURRENTLY ADJUSTING FINAL AGREED TEXT PRIOR TO ANTICIPATED SIGNING CEREMONIES AT SUBIC AUDITORIUM LATE NEXT WEEK.

2. LAST FEW WEEKS WERE PARTICULARLY HECTIC AS UNION DRAMATICALLY ANNOUNCED IMPASSE HAD BEEN REACHED (U.S. TEAM DISAGREED) AND THREATENED STRIKE ACTION. PRINCIPAL STUMPLING BLOCKS WERE ADMINISTRATION OF DISCIPLINE, NEGOTIABILITY OF WAGES AND FRINGE BENEFITS, PAYMENT AND AMOUNT OF SUCH COMPENSATION ITEMS, AND INTERMITTENT EMPLOYMENT. AT INITIATIVE LABOR UNDERSECRETARY AMADO INCIONG, RP-US JOINT LABOR COMMITTEE MET INFORMALLY DECEMBER 15, DECEMBER 24 AND JANUARY 6 IN SERIES CONCILIATION EFFORTS WHICH ULTIMATELY SUCCESSFUL IN PREVENTING NEGOTIATING DEADLOCK.

3. ATMOSPHERE BECAME MORE THAN USUALLY TENSE JANUARY 6 WHEN IT WAS LEARNED THAT AS YET UNIDENTIFIED GROUP CALLING THEMSELVES MOVEMENT OF CONCERNED WORKERS WERE PASSING OUT CBA-RELATED LEAFLETS AT SUBIC CARRYING TITLE: "THIS IS THE LIMIT\* LET US STRIKE\*" FFCEA DISCLAIMED ANY CONNECTION WITH THIS DISRUPTIVE ACTIVITY. AS MATTER FACT, UNION LATER TOLD US THAT THAT INCIDENT WAS ONE OF THINGS WHICH THEY WANTED NO PART OF ANY POSSIBLE VIOLENCE.

4. JOINT PRESS RELEASE TO BE ISSUED LATE JANUARY 9 BY U.S. BASES AND FFCEA. STATEMENT WILL NOTE, AMONG OTHER THINGS, A) THAT NEGOTIATIONS HARD-FOUGHT AND NEITHER SIDE GOT EVERYTHING THEY WANTED, B) CBA A FAIR CONTRACT WHICH WILL BE EFFECTIVE JANUARY 8, 1976, AND C) LISTING OF NEGOTIATING PANEL MEMBERS. FFCEA PRESIDENT RUBEN DE OCAMPO SCHEDULED MAKE RADIO/TV APPEARANCE JANUARY 11 DURING WHICH HE WILL EXPRESS SATISFACTION OVER OUTCOME AND LIST FINANCIAL ADVANTAGES WON (P300 SIGNING BONUS TO THE 15,000 UNION MEMBERS ONLY, INCREASED HEALTH AND SICK LEAVE BENEFITS, 60 PERCENT INCREASE IN RETIREMENT BENEFITS, ETC.).

5. COMMENT: CBA NEGOTIATIONS THIS TIME AROUND WERE CONFIDENTIAL

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SIDERABLY LONGER THAN 1972 PRE-MARTIAL LAW NEGOTIATIONS. ALSO, UNLIKE 1972 ROUND, WHEN IMPASSE LOOMED IN MID-DECEMBER, INCIONG WAS QUICK TO BRING RP-US JOINT LABOR COMMITTEE CONCILIATION MACHINERY INTO PLAY. INCIONG ON SEVERAL OCCASIONS TOOK FFCEA NEGOTIATING PANEL ASIDE AND READ THEM RIOT ACT WHEN HE FELT THEY WERE NOT SERIOUSLY PURSUING ACCEPTABLE COMPROMISE. IN FACT, INCIONG BECAME SO INVOLVED AT ONE POINT THAT U.S. PANEL OF JOINT

COMMITTEE FELT IT NECESSARY TO CAUTION AGAINST COMMITTEE'S  
ASSUMING NEGOTIATING RATHER THAN CONCILIATION STANCE.  
WAS OBVIOUS THAT WITH RELAXATION OF STRIKE BAN ON  
DECEMBER 16 (MANILA 17655 NOTAL), FFCEA REALLY STARTED  
FEELING ITS OATS WHICH BROUGHT ON INCIONG'S DUTCH UNCLE  
ACT. IN ANY EVENT, 1976 CBA NEGOTIATIONS SUCCESSFULLY  
CONCLUDED TO APPARENT SATISFACTION BOTH U.S. BASES AND  
FFCEA.  
SULLIVAN

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